

Workplace Harassment: Practices for Leading a Healthy Culture

Intended Audience	Early Career	Delivery Option	1-Day In-Person (Onsite and Seminar) 3-week Virtual Seminar
HR Competencies	<ul style="list-style-type: none">• Ethical Practice• Leadership & Navigation• HR Expertise	Recertification*	SHRM: 7.5 PDCs

Program Overview

HR is the keeper of the culture so it imperative HR professionals lead and foster a positive and healthy culture. How do we cultivate inclusive and respectful behavior? How do we define our corporate culture and what is acceptable? How do we demonstrate the credibility of our compliance processes and training?

Join HR leaders, like yourself, in this in-depth learning and discussion experience that stretches far beyond compliance. Learn to lead your organization toward a culture grounded in mutual respect and determine components for assessing your current culture. Build a business case for leadership buy-in to foster a positive and respectful work environment to counter harassment and bullying incidents.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Discuss the five-step framework for building a healthy culture
- Discover what part culture plays in harassment, bullying, and retaliation in the workplace
- Apply federal, state, and local laws that address harassment
- Establish an investigation and appeal framework for harassment claims
- Build an effective harassment training program for leadership, managers and employees

This program includes the following modules:

- Module 1: Introduction



*Visit shrm.org/seminars for the most up-to-date recertification credit details.

- Module 2: Assess the Culture
 - Five-step framework for building a healthy culture
 - Defining organizational culture
 - Six components of organizational culture
 - Assessing organizational culture
 - Stay interview considerations
 - Cultural risk factors and harassment
- Module 3: Address Unwanted Behavior
 - Defining harassment
 - Defining sexual harassment
 - Seven-step investigation framework
 - Investigation objectives
 - Five-step framework for appeals
 - Common investigation mistakes
- Module 4: Build the Culture
 - Ten steps for building a healthy culture
 - Workplace relationship guidelines
 - Social media guidelines
 - Inclusion and diversity
- Module 5: Make a Case for Change
 - Hidden costs of harassment
 - Elements of a building a business case
 - Tips for fine-tuning a business case
- Module 6: Leverage L&D
 - Compliance training
 - Management training
 - Employee training
 - Delivery Methods
- Module 7: Conclusion
 - Harassment prevention SWOT
 - 30/60/90-day implementation planning